

Frequently Asked Questions Regarding Transition to a DoD Civilian Medical Workforce in the National Capital Region

Q: What is the advantage to me?

A: This change will provide unprecedented opportunities for career development and progression within what will become the largest civilian workforce within the Military Health System.

Q: Does this cover all civilian employees at military treatment facilities in the National Capital Region including the clinics?

A: The initial phases of implementation will definitely cover employees at the new Walter Reed National Military Medical Center (WRNMMC) and the Community Hospital at Fort Belvoir. There is still research to be done to determine which clinics, if any, should be included in further phased implementation. Those clinics that are not within commuting distance of the National Capital Region will be looked at especially closely.

Q: When will the change be implemented?

A: The exact timing has not yet been determined. There is still a great deal of work to do in planning the overall transition and ensuring that all affected employees are prepared.

Q: How does this affect me now?

A: There will be no immediate impact beyond those changes already occurring because of BRAC integration efforts.

Q: Will I lose my benefits?

A: All benefits, including health and life insurance, retirement, thrift savings, leave accrual, transportation subsidies, etc. are unaffected by this change.

Q: Will I lose my accrued leave?

A: There will be no change to leave accrual or balance.

Frequently Asked Questions Regarding Transition to a DoD Civilian Medical Workforce in the National Capital Region

Q: Will I lose my seniority status?

A: Your seniority status will not be affected as a result of this change.

Q: Will my pay grade be affected?

A: Your pay grade will not be affected because of this change.

Q: Will additional training be required of me?

A: There will be orientation sessions in conjunction with BRAC moves and integration as the moves into the new facilities draw closer. Those sessions will include information on the shift to DoD civilian status.

Q: How will this affect my union status?

A: You will still have the same rights to be represented by a union.

Q: Will I be required to join a union as a result of this?

A: Federal employees are not required to join a union. To the extent that your position may be in a recognized bargaining unit, you would be represented by that union but would not have to join.

Q: Will I still be GS/NSPS?

A: The outcomes of the BRAC integration and the movement of employees into the new WRNMMC and Community Hospital at Fort Belvoir will determine whether the positions are GS or NSPS. That change will be unrelated to transition to DoD civilian workforce.

Q: How will this affect my tax filings?

A: This change will not affect your tax filings.

Q: How will this affect my retirement?

Frequently Asked Questions Regarding Transition to a DoD Civilian Medical Workforce in
the National Capital Region

A: There will be no impact on your retirement.

Q: Will any civilian positions be eliminated because of this transition?

A: There is no plan to eliminate civilian positions as a result of this transition.

We know that some positions will change as a result of BRAC integration and transition independently of this change.

Q: Will more positions be made available under this new system?.

A: One of the goals of the transition to the single civilian system within the region is to create new development and leadership positions for civilians.

Q: Are the VERA/VSIP programs in effect under this new system?

A: Although VERA/VSIP programs will likely play a role in the BRAC integration process, there is currently no expectation that VERA/VSIP would be part of the transition to a DoD civilian workforce.

Q: Will this transition affect my bonuses?

A: There are different types of bonuses currently being paid based on operating circumstances at the hospitals and clinics in the region. As part of the transition to a DoD civilian workforce, a single plan for the region will be developed to ensure the most effective and equitable use of bonuses.

Q: Will I have to re-compete for my job?

A: The transition from Service Civilian Agencies to a DoD Civilian Agency will be accomplished based on the position you are in when the realignment occurs. You will not need to compete.

Q: Will my job be re-classified?

A: The transition will be based on the position you are in when the realignment occurs.

Frequently Asked Questions Regarding Transition to a DoD Civilian Medical Workforce in the National Capital Region

Q: Will I be able to keep my AWS/telecommuting privilege?

A: Alternative Work Schedules and telecommuting arrangements should not be affected by the change. There may be some changes over time to processes and procedures because the current procedures in place are Service-specific – the objective will be to create a single regional program that preserves benefits currently available to employees across the region.

Q: Who is responsible for this DoD conversion?

A: All of the affected Commands will work collaboratively with the Joint Task Force and DoD to accomplish the conversion. Many of the officials responsible for the conversion will be employees in the Commands who will be transitioning themselves.

Additional information about the transition and the future medical civilian workforce in the NCR will be posted on www.JTFCAPMED.mil.